

FISCAL YEAR



2006

PROGRAM



U.S. Army Research Institute for the Behavioral and Social Sciences

Fiscal Year 2006 Program



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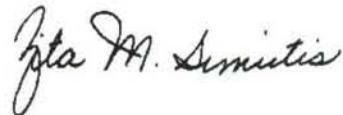
U.S. Army Research Institute
for the Behavioral and Social Sciences

U.S. Army Research Institute for the Behavioral and Social Sciences

The mission of the U.S. Army Research Institute for the Behavioral and Social Sciences (ARI) is to maximize individual and unit performance and readiness to meet Army operational requirements through advances in the behavioral and social sciences. This document describes ARI's Fiscal Year 2006 program to accomplish this mission.



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For additional information about ARI, please access our Website at:
www.ari.army.mil

U.S. Army Research Institute For the Behavioral & Social Sciences (ARI)

Introduction

The U.S. Army Research Institute for the Behavioral and Social Sciences (ARI) conducts the Army's personnel, training, and leader development research and development (R&D) program. This program is part of the Department of Defense (DoD) Human Systems Technology Area. ARI is under the operational control of the Headquarters Department of the Army, Deputy Chief of Staff, G-1, but responds to broad Army requirements.

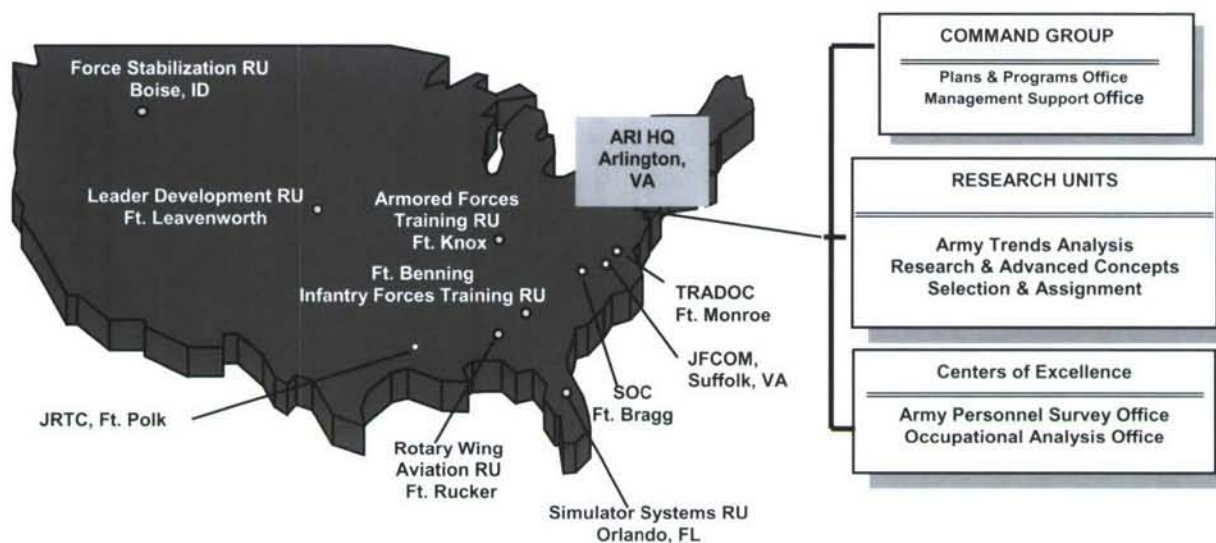
We are the only Army behavioral and social science laboratory whose mission is personnel, training, and leader development research, technology development, and analysis. As such, ARI provides critical non-materiel solutions to improve Soldier, leader, and unit performance. Why is this important when most of the Army's S&T program is focused on materiel solutions for future mission success? The answer to this is that materiel solutions, although critical components to the Army's future success, will not by themselves win wars or keep the peace. Soldiers and leaders – the human component of warfighting – will. The human operators, fighters, and decision makers are the essential element in mission success now, and will remain the crucial element in the successful transformation to the joint expeditionary force of the future.

To achieve organizational transformation, the Army is making major changes and more are planned over the next few years such as shifting from a division-based, heavy force to a brigade-based, modular force that is more powerful, flexible, and maneuverable; changing personnel procedures to stabilize units for longer periods of time; rapidly changing operational requirements to meet mission demands; and changing the training and educational process and procedures so that they will be more responsive to the pace of change and the availability of resources. The full success of these changes, in a volatile, high threat environment will require innovative personnel, training, and leader development knowledge products and technologies to improve human performance and to streamline the way the Army trains and educates the force.

Currently, Soldiers and leaders are experiencing a very high operational tempo. The stress of fighting the global war on terrorism while simultaneously dealing with transformational changes in organizational structure and procedures, operational requirements, accelerated fielding of new systems and technologies, and a growing range and complexity of missions are challenging individual Soldiers, units, and their leaders. ARI's R&D program is providing the scientific basis to meet these challenges.

ARI's Overall Program

ARI's R&D program covers the lifecycle of the Soldier and provides the foundation to select, assign, promote, and retain the highest quality Soldiers and make the most of their skills; train and develop them to keep pace with the technology and mission demands as they evolve; build effective teams and units; shape cultural mind-sets for joint operations; and understand and improve attitudes and motivation so units perform better and highly effective Soldiers will remain in the Army. We accomplish our program by locating our research units close to Soldiers and to the critical centers for transformation and technology development. The map below shows the location of ARI research units and scientific coordination offices; contact information is listed on the last page of this document.



These locations and our research process provide opportunities to be a player in technology innovation, to have close contact with warfighters, decision makers, and doctrine developers, and to conduct our research and test our products in real, field environments and exercises. They also help us plan and coordinate our program and ensure that our products are useful to both the Institutional and Operational Army.

ARI's R&D program includes Basic Research, Applied Research, Advanced Technology Development, and Personnel and Training Analysis Activities. In addition, we also provide two operational Centers of Excellence for the Army that: (1) conduct the Army's attitude and opinion surveys for active duty Soldiers and their families and (2) conduct and support the Army's occupational analysis program. This document provides a snapshot of the ARI Fiscal Year (FY) 2006 program.

Basic Research Program

ARI's Basic Research Program is primarily a university-based program that focuses on the personnel, training, and leadership requirements of the future Army. The Research and Advanced Concepts Office (RACO) manages the program and maintains close contact with university scientists and with other Army and DoD agencies conducting basic research. RACO defines the issues that require fundamental research, ensures that the basic research program is coordinated across Services, and facilitates the transition of basic research results into applied research programs for eventual use by the operational Army. The FY 2006 program includes:

- ***Personnel Issues for the New Century***



An emerging area in ARI's Basic Research program is understanding the human component of networked warfare. The Army is developing an increasingly sophisticated suite of networked technologies for command, control, communications, computers, intelligence, surveillance, and reconnaissance (C4ISR) and is making a significant investment in R&D focused on the physical properties of these networked systems. Our basic research program in network science will focus on the human cognitive and social domains of these systems – understanding individual, unit, and organizational behavior within the context of complex networked environments. Additional personnel research projects are focused on identifying and measuring the aptitudes and skills that are projected to be required for effective human performance as the Army transforms to the Future Force. We are devising methods that can assess such attributes as persistency and dependability, describe how these attributes develop, and measure their contribution to performance and job tenure. We anticipate that results from these research projects will make important contributions to understanding and improving individual and organizational effectiveness in highly complex networked environments.

- ***Training for Speed and Knowledge***

Basic research in this area is developing concepts and methods for training and sustaining complex task performance. Understanding the impact of positive and negative feedback on a variety of tasks is an important project in this area. Assessing the training implications of Future Force technology requirements arising from digital, semi-automated, and robotic systems is part of this research as well. Successful projects will transition to our applied research program to test emerging principles and methods in Army training environments.

- ***Assessing and Improving Leader Skills***

The ARI Basic Research program in leader development is providing concepts and methods for accelerating the leader development process and understanding how to develop adaptability and flexibility in a manner that can be tested in the applied environment. The Future Force requirements for rapidly developing adaptable and flexible leaders is pushing the current theories of learning and development and the Basic Research program is examining new and innovative approaches to speed human learning and maturation.

Applied Research and Advanced Technology Development Program

Each year the Army identifies Army Technology Objectives (ATOs) from the total R&D program across Research, Development, and Engineering Centers (RDECs) and Army Laboratories. These programs are considered to have the highest potential payoff in knowledge products or technological advancements, and require four-star level review and approval. The Army's FY2006 ATO Portfolio includes 82 programs that are primarily focused on RDEC materiel solutions to warfighting. Of the laboratory programs that were approved, ARI is the lead on two ATOs: one in training and leader development applied research and advanced technology development, and one in personnel applied research. In addition, we have partnered with the U.S. Army Research, Development, and Engineering Command's Simulation and Training Technology Center (STTC), and the Human Research & Engineering Directorate (HRED) of the Army Research Laboratory on a training technology ATO. These ATOs are our highest priority research and are highlighted in each subarea below.

Training and Leader Development Applied Research and Advanced Technology Development Program

LEADER ADAPTABILITY (ATO IV.HS.2006.01)

This new ATO will provide prototype computer-based methods and tools to rapidly train and sustain fundamental leadership skills (critical thinking, interpersonal, and self-awareness) and the battle command skills (visualize, describe, and direct) required to lead and perform adaptively as increasingly complex command and control technologies and networks become operational.



Operational tempo, volatile mission demands, and serious resource constraints present challenges to the way we train and educate our leaders and what we train our leaders to do in operational settings. Technology insertions and the Army's goal of embedding training into platforms and systems will present even greater challenges to what we train and how we train, as well as how the Army sustains the necessary high level of leader adaptability and readiness.

The Army currently develops leaders based on a sequential set of schoolhouse educational and unit experiences that begin with technical training, move to tactical training, and then incorporate strategic thinking later in an officer's career. The process provides the fundamental technical and tactical knowledge component of leader development. Then, the leaders must learn how to apply that knowledge to be effective battle commanders – that is, they must develop their “art” of battle command. This is

largely learned by a trial-and-error approach in simulated live, virtual, or constructive training exercises and, ultimately, in the crucible of actual operations. It is an expensive and time consuming process. The process must produce the high levels of leadership and battle command performance necessary to meet the challenges of the contemporary operating environment and the future network-enabled environments. It must do this with sufficient consistency, speed of acquisition, and skill retention to keep pace with volatile mission demands; the research in this ATO will help accomplish this.

The current research builds on previous training research in command and control in networked environments that identified the tasks that leaders need to perform



to be effective. This research also developed prototype techniques to train and provide feedback on a subset of these identified tasks. The current work also builds on previous research in leader development that has produced computer-based modules to train key critical thinking skills, such as framing the problem and recognizing main points of a message that are key factors for success in an ever changing command environment. We have also demonstrated that specific

synthetic experiences in case-study vignettes can be used to train critical thinking and interpersonal communications skills, even at the junior leader level.

The research we are conducting in this FY 2006 ATO involves scientists from ARI's Armored Forces, Leader Development, Infantry Forces, and Simulator Systems Research Units. It is focused on teaching leaders "how to think; not what to think;" and on developing the knowledge products, methods, and tools to ensure that leaders at all levels are adaptable and ready to meet future operational demands. Our scientists are pushing the envelope by examining the approaches to leader growth and experiential learning; developing methods to capture operational lessons learned and transforming them into synthetic, computer-based experiences that can accelerate the learning process; and in operationalizing the "art" of battle command by identifying and developing the tools to train the critical set of complex cognitive skills leaders need to be effective. These complex skills are typically difficult to acquire and difficult to retain. Methods to train these skills quickly and sustain them over longer periods of time are major goals of this research.

LEARNING WITH ADAPTIVE SIMULATION AND TRAINING (LAST) (ATO IV.MS.2006.03)

This new FY06 ATO is led by STTC, with ARI and HRED as partners. Currently, Army trainers lack the ability to rapidly develop and deploy realistic, immersive, virtual training environments for individuals and small groups that easily incorporate changes in training, tactics and procedures or scenarios based on lessons learned from the contemporary operating environment. The goal of this research is to improve training relevance and performance in the operational environment by developing methods to rapidly insert lessons learned into virtual



training environments; produce training that is adaptive and can be tailored for Soldiers; and provide training that is more engaging, that increases learning, and improves performance and knowledge retention.

This ATO will also expand the capabilities of computer-generated forces to represent the behaviors of friendly, enemy, and neutral players in asymmetric warfare situations. ARI's Research and Advanced Concepts Office, with input from our Simulator Systems unit, will conduct the ARI research for this ATO. Our scientists will describe the pedagogical design for game-based simulation training tools, provide metrics to measure training effectiveness of game-based simulations and the level of technology readiness; and describe authoring tools and design software prototypes for training programs that allow instructors to easily modify instructional features of simulations.

In addition to the two ATO programs described above, ARI scientists at the Infantry Forces and Simulator Systems units are conducting research focused on training small unit leaders and Soldiers to effectively operate with the future technological systems envisioned for the dismounted Soldier [Land Warrior/Future Force Warrior (FFW)]. These systems are expected to provide individual digital information capabilities that fully interconnect dismounted and mounted units within the Brigade Combat Team Unit of Action model, and include embedded technology to train Soldiers on the move. Understanding what to train and how best to train small units to take full advantage of these emerging technologies, new operational concepts, and new tactics, techniques, and procedures are keys to mission success and are the focus of this research. We have already identified unique small-unit leader and team training requirements for future performance and potential tasks best suited for training using embedded and virtual simulation technologies. In addition, ARI has established an embedded/virtual training test bed that will be used to evaluate training methods and strategies and the impact of various training approaches on learning, decision making, and performance. The approach in this research is to develop innovative training methods, try them in the test bed, and use the results to provide exemplar training support packages and training guidelines for future dismounted leaders and teams. We are currently developing preliminary measurement tools to assess decision making and information utilization within an advanced ground Soldier system environment and designing after action feedback capabilities that can be embedded into wearable computers. The results of this research will provide the initial guidelines and training needed to prepare small unit leaders and teams so they can take maximum advantage of Soldier systems and technologies as they become operational.



ARI's Leader Development and Special Operations Command units are also conducting a number of additional leader development research projects. For example, our scientists are designing prototype training for multinational team leaders to facilitate cultural understanding and teamwork and to build communication competence in multinational teams. One product from this research in FY06 will be a review of



current Best Practices in training for cultural awareness. In a second project, we are developing preliminary measures to assess multinational team leader skills, adaptability, and flexibility and examining the relationship of adaptability and social knowledge to organizational commitment and retention. In a third project, ARI scientists are designing a handbook to guide training developers in the design of training for adaptive performance. The handbook will be based on previous research in adaptive performance as well as knowledge gained through our development of adaptive performance courses for students in training for Special Forces, Civil Affairs, and Psychological Operations.

Personnel Applied Research and Advanced Technology Development Program

STRATEGIES TO ENHANCE RETENTION (ATO IV.HS.2006.02)

The purpose of this new ATO is to provide validated, cost-effective intervention strategies that the Army can use to influence career decisions to improve the likelihood that Soldiers and officers will stay in the Army for longer periods of time. In addition, the research will produce a model of the retention process to provide a scientific basis for monitoring and influencing career decisions to help the Army meet its retention goals.



Retaining the Army's workforce is a top priority for the Army. Retaining experienced Soldiers and leaders saves dollars – a conservative estimate of the cost of losing 100 enlisted Soldiers in their first term of service is \$5M. Current retention strategies are focused on providing monetary incentives to enlisted Soldiers to reenlist. There are very few proactive strategies to incentivize commissioned or warrant officers to stay in the Army.

Career decision-making models are not new and the Army uses force structure models to react to changes in the workforce with monetary incentives. However, historically there has been a disconnect between analyses of the causes of turnover and the effects of interventions to reduce turnover. ARI's research in this ATO is being conducted by scientists in our Selection and Assignment Research Unit. It will take a test-fix-test approach by building a retention model that takes into account the effects of factors such as the number, length, and pace of deployments; changes in the personnel system such as unit stabilization; and the marketability of our experienced Soldiers and officers. At the same time, our past officer and first-term Soldier attrition research will allow us to rapidly develop a potential set of strategies that have the highest likelihood of positively influencing career decisions. We will then test and validate these in the operational Army; use the findings to revise and expand our model; and revise and re-validate the "best" set of strategies to deliver to the Army, G-1 and to TRADOC. This will help the Army to improve retention management and develop a proactive retention program for both enlisted Soldiers and officers.

In addition to the ATO, ARI has a number of projects in our personnel applied research program that are focused on developing effective tools the Army can use to improve selection and recruiting. We have developed several prototype personnel selection tests and are assessing their validity in field settings. Many of these tests measure the non-cognitive factors (e.g., need for achievement, personal discipline, adaptability) that are highly associated with potential for success in the Army and with the capabilities to meet future job demands as technological complexity increases. ARI has designed a new screening tool that has transitioned to an operational validation as part of the Army accessioning process. The validation of the tool, the Tier Two Attrition Screen (TTAS), is described in the next section as one of our Analysis Activities. ARI scientists are also developing prototype performance measures that the Army can use to certify Soldiers' qualifications for their assigned jobs. Such measures can form the basis of a future Soldier competency and performance assessment system for use in personnel decisions (e.g., promotions), evaluating training effectiveness, and determining unit personnel readiness.



Personnel advanced technology development projects in FY 2006 continue to investigate new technologies and techniques to assess the overall command climate across the Army and to analyze trends in Soldier attitudes, opinions, and experiences. These techniques keep senior Army leaders and policy makers well informed on important issues that affect Soldier retention and unit readiness. They also provide more reliable, faster mechanisms to investigate the effects of external events or internal policy changes on retention and readiness. In 2006, ARI scientists are examining the effects of the Unit Focused Stabilization initiative, a key part of Army's personnel transformation, on unit cohesion and readiness. In addition, selection instruments for Army aviation are being developed by our Rotary-wing Aviation Research Unit to improve the process of selecting Soldiers with the knowledge, skills, and aptitudes that will be required of aviators for Flight School XXI and in future operational environments.

Personnel and Training Analysis Activities

The objective of the ARI Research-based Personnel and Training Analysis program is to conduct analyses to support personnel and training policy, doctrine, and program decisions. These analyses are typically short-term projects (usually 1-2 years) that leverage existing data or research results, when possible. Each year, ARI solicits proposals from its key proponents, the U.S. Army Training and Doctrine Command (TRADOC), the Assistant Secretary of the Army for Manpower and Reserve Affairs (ASA-M&RA), the Headquarters Department of the Army Deputy Chief of Staff, G-1; and the Human Resources Command (HRC). Proposals are prioritized by each proponent and are reviewed by ARI. The proposals that fit within the ARI mission and funding availability are initiated each year after approval by the Deputy Chief of Staff, G-1. The FY 2006 program is briefly described below. Additional information about the program or any of the projects can be obtained from the Research and Advanced Concepts Office.

- **Longitudinal Analysis of the Semi-Centralized Noncommissioned Officer (NCO) Promotion System.** In FY04, a study was conducted by ARI's Selection and Assignment Research Unit (SARU) for the Deputy Chief of Staff, G-1, using the ARI-developed Leadership Assessment Tool (LAT). The LAT is a combination of situation judgment and temperament items and has the potential to improve the promotion process for NCOs. The 2004 study, Phase I of the project, administered the LAT to Specialists/Corporals and Sergeants (E4 or E5) when they were considered for promotion. In FY05, Phase II of the project collected criterion measures, supervisor ratings of Soldier performance, at the next higher grade (E5 or E6). In FY06 we will conduct the final analyses to validate the LAT and identify the LAT subtests with the strongest relationships to successful performance.
- **Attrition Screening Measure for Non-High School Diploma Applicants.** The Army places a premium on recruiting high school diploma graduates because earning a high school diploma (or its equivalent) is predictive of an individual's potential for adapting to military life. Historically, approximately half of non-high school diploma graduates fail to complete their initial term of enlistment. These high attrition rates are very costly to the Army. In FY05, ARI conducted a research setting validation of a new pre-enlistment attrition screen we developed, the Tier Two Attrition Screen (TTAS). The TTAS combines several indicators of attrition and adaptability from the motivational, mental, and physical fitness domains into an assessment tool that can be used to significantly reduce attrition among non-high school graduate (NHSDG) recruits to rates more similar to those of high school graduates. In May 2005, the Army fully implemented a nationwide recruiting market expansion pilot program for NHSDGs called TTAS. Under this program, NHSDG applicants with high scores on TTAS will be given enlistment incentives that are normally restricted to high school diploma graduates. The TTAS is enabling the Army to expand its recruiting market at a time of critical need. In FY06, we will conduct an operational validation of the TTAS as it is being used in this pilot program; and we will continue to develop methods to identify low attrition-risk applicants from the recruiting pool of applicants. This study is sponsored by the U.S. Army Accessions Command and the Deputy Chief of Staff, G1 and is also being conducted by SARU.
- **Retention Incentives to Mitigate Deployment Effects.** As a result of the operational tempo, individual Soldiers have experienced multiple deployments to high threat areas. The Army has instituted increased monetary incentives and new reenlistment policy changes to incentivize enlisted Soldiers to reenlistment. This study will examine the extent to which

these incentives and policy changes are actually affecting Soldiers' decisions to reenlist. This study is being conducted by SARU and sponsored by the Deputy Chief of Staff, G-1 and HRC, Enlisted Personnel Management Directorate.

- **Aptitude Area Cutoff Scores.** This study will look at the tradeoffs between lowering or raising the minimum enlistment training standards and training completion rates. The aptitude composite scores are used to set the standards to bring Soldiers into the Army and for assigning them to MOS. When standards are set too high, it is more difficult to make mission; and when standards are set too low, training performance suffers and early attrition becomes a problem. This study will create a tool to allow more informed decisions for personnel management and training. It is being conducted by SARU and sponsored by the Deputy Chief of Staff, G-1.
- **Evaluation of the Basic Officer Leader Course (BOLC) Multi-site Pilot.** This project, requested by TRADOC's Army Accessions Command and conducted by ARI's Infantry Forces Research Unit (IFRU), will evaluate the overall effectiveness of the multi-site BOLC pilot test. BOLC is the new initial level training program for newly commissioned officers and the multi-site pilot is being conducted at Forts Benning and Sill. Specifically, the study will: (1) determine the consistency/standardization of training across sites; (2) evaluate the effectiveness of the cadre training/certification program for BOLC; and (3) evaluate the leadership assessment program to ensure that it is adequate to determine leadership ability gained through the BOLC training.
- **Effects of Motion-based Simulation Training on Task Performance.** The majority of research on the effects of motion in simulated environments has been conducted on aviation platforms for training Army aviators. Little is known about the need for simulating realistic motion when training in land vehicles. This study will precisely define the effects of simulator motion on task performance in land vehicles. Where motion substantially affects task performance, it will provide recommendations for how best to replicate these effects in a cost effective manner. This study will provide guidelines to clarify what types of tasks and skills are best trained using motion and what tasks and skills can be trained without a motion-based platform and feed into developing the requirements for FCS simulators, training devices, and embedded training. This project is sponsored by TRADOC's Program Integration Office (TPIO) Virtual, National Simulation Center at Ft. Leavenworth and is being conducted by ARI's Simulator Systems Research Unit (SSRU).
- **Immersive Simulation Training for the Dismounted Soldier.** This study will develop a training/benefit analysis to examine immersive dismounted virtual Soldier and leader training in terms of the benefit of this type of training for teaching complex skills, when resources (time, training areas, coaches, complex terrain and irregular forces) are scarce. An extensive review of research findings (across services and Industry) on the use of immersive simulation for dismounted Soldier training will be conducted. This study is co-sponsored by TRADOC's, Deputy Chief of Staff for Operations and Training (DCSOPS&T) and TPIO Virtual and is also being conducted by SSRU.
- **New Basic Combat Training (BCT) Program of Instruction Evaluation.** This study will evaluate the new BCT program of instruction to determine if it effectively prepares Soldiers for combat on today's battlefield from the time they immediately arrive at their first unit. Specifically, the evaluation will look at the timeliness of integrating OIF and OEF lessons learned into training; the effectiveness of increased rigor and warrior tasks and drills; and the potential value of adding more weapons training or night fire techniques to the training program. This study is also sponsored by DCSOPS&T and is being conducted by IFRU.

Army Centers of Excellence

Army Personnel Survey Office

ARI's Army Personnel Survey Office (APSO) is the Army's Center of Excellence for attitude and opinion surveys of Active Component Soldiers and their dependent family members. Top Army leaders use the survey data to stay informed about the well-being, needs, and experiences of Army Soldiers and families. APSO routinely provides top Army leaders with survey reports on key personnel issues, such as quality of life, morale, and plans to stay in or leave the Army before retirement. In addition, survey results are reported to the U.S. Congress in the annual Army Posture Statement.

APSO conducts two Army-wide surveys on a recurring basis: the omnibus, semi-annual Sample Survey of Military Personnel (SSMP) and the biennial Survey on Officer Careers (SOC). Army agencies and activities are provided an opportunity to identify specific topics to be included in these surveys, and the results are reported directly to these proponent organizations. In addition, trend data are collected for the Army by including, on a regular basis, questions on topics related to soldier readiness and retention such as job satisfaction, satisfaction with housing, leader support for Army families and single Soldiers, spouse satisfaction, equal opportunity/discrimination, and unit climate.

Occupational Analysis Office

ARI's Occupational Analysis Office (OAO) helps TRADOC Centers and Schools collect, analyze, synthesize, and report data on job performance and training requirements of commissioned officer, warrant officer, and enlisted occupations in both the Active and Reserve Components. Occupational analyses are generally performed when weapon systems, organizational structures, or tasks change due to job restructuring and classification changes. These analyses focus on the need for Military Occupational Specialty (MOS) design/redesign, including creation of new MOS and the consolidation or shredding out of existing MOS. In addition, the task performance, skill, and knowledge requirements of MOS are examined to determine training requirements that best support the occupational structure. In FY 2005, OAO conducted a Common Task Survey of commissioned and warrant officers and enlisted Soldiers Army-wide through the world-wide web. Over 69,000 Soldiers responded and 32,000 responded from units that deployed. Results of the Survey were provided to TRADOC and will be used to support the development of both institutional and unit common task training requirements.

ARI's Scientific Expertise and Contribution

This document has provided an overview of the Institute and its programs. Our staff of 80 scientists has a wide range of core competencies in the behavioral and social sciences including expertise in selection and classification, human learning and memory, training and development, performance measurement, group dynamics, culture and society, and in attitude and opinion research. These core competencies result in a research and development program that directly influences training, leader development and education, and personnel readiness and indirectly influences doctrine and the Army organization. Our scientists play key roles in representing the U.S. Army on International scientific panels of NATO and The Technical Cooperation Program (TTCP) in training, human in command, and military manpower issues. We also provide technical assistance to other agencies and mentor students in the behavioral and social sciences. Currently we provide fellowships to approximately 40 graduate students and many of these students become our future entry-level scientists.

Our Institute is an Army-wide asset. Our expertise and our activities are focused on providing non-materiel solutions from the behavioral and social sciences that enable Soldiers and leaders to leverage the full potential of the advanced technologies being developed and fielded in Army S&T. Our knowledge products, methods, and tools also enable improvements in human performance that, in turn, ensure that warfighters can successfully meet current mission demands, and remain ready and relevant for the future.



Research That Makes A Difference!

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Iraq, Infantry sweep operation; Staff Sgt. Kevin L. Moses.

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Stryker vehicle-mounted M240B; and

AH-64D Apache Longbow; Tech Sgt. Andy Dunaway.



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